

HALLÉ

LIBRARIAN

(FULL-TIME PERMANENT)

Recruitment information pack



CONTACT DETAILS FOR THIS APPLICATION

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1. BACKGROUND

the most articulate, consistently beautiful playing of any full-time orchestra in recent years.

THE SPECTATOR

Concerts like this renew one's faith in the ability of British orchestras not just to survive but to flourish, startle and exhilarate

THE TIMES

Innovation has been central to the Hallé since its foundation in 1858 by Sir Charles Hallé, a true pioneer. His fundamental belief that music should be for everyone remains central to the orchestra's vision today, yet the Hallé is much more than just a world-beating symphony orchestra. Its collective spirit can be felt in the variety of communities it embraces, the diversity of the ensembles it nurtures and the array of different concerts it offers.



Since 1858, Sir Charles Hallé's ground-breaking work has been continued by other musical legends: Hans Richter, Hamilton Harty, John Barbirolli and Sir Mark Elder. The 2023-2024 season is Sir Mark's final one as Music Director: he will be stepping aside after almost a quarter of a century at the helm. From the 2024-2025 season, Sir Mark takes the role of Conductor Emeritus and passes the baton to Kahchun Wong, who opens a new chapter for the Hallé as Principal Conductor and Artistic Advisor.

At the heart of the Hallé are its players, led by their dynamic Leader, Roberto Ruisi. Hailing from over 14 different countries, they are extraordinary, multi-skilled individuals in their own right - soloists, chamber musicians, educators and more - who, when united in concert, create the unique and world-famous Hallé sound.

Originally based in Manchester's Free Trade Hall, the Hallé has been resident at the specially built Bridgewater Hall, one of the world's great concert venues, since it was opened in 1996.



Hallé St Peter's opened in the resurgent area of Ancoats in 2013 and now includes the triple RIBA Award-winning Oglesby Centre. It provides a home for the Hallé to rehearse, record and perform, as well as a base for Hallé Connect, the banner that unites all the Hallé's varied schools and community work.

The Hallé performs to over 100,000 people annually at The Bridgewater Hall and this season its expanded offering includes hour-long immersive Rush Hour concerts, specially devised family performances and a series of unique collaborations with celebrated artists from other genres in 'The Hallé Presents ...'. Hallé St Peter's hosts a series of relaxed concerts and an incredibly popular lunchtime Chamber Series that frequently attracts capacity audiences.

One of the biggest initiatives of its kind in the world, Hallé Connect's education and outreach projects inspire and engage more than 76,000 people a year, bringing music in its broadest sense to many who have never before visited

a concert hall. The ever-expanding family of ensembles welcomes over 700 people, aged eight and upwards, through its doors each week.

In addition, the Hallé holds residencies in major cities across the North West, performs regularly at prestigious international festivals, such as Edinburgh and the BBC Proms, and tours overseas, reaching another 70,000 listeners, both here and abroad. Encouraged by an enhanced social media presence, the Hallé has seen a dramatic increase in younger audiences, as well as the launch of its own record label, filmed concerts released online, expanded repertoire with brand-new commissions and numerous awards, including a 2022 South Bank Sky Arts Award and a 2024 RPS Award for Manchester Classical.



1.1 THE ORCHESTRA

The players in the Hallé are among the finest in the world and have come from 14 countries all over the world to work in Manchester. Many teach at the Royal Northern College of Music and Chetham's School of Music and other UK wide specialist Conservatoires and schools, playing and teaching in the wider community. All are involved in the Hallé's concerts in the UK and overseas and are central to our huge community and outreach programme.

The Orchestra has 80 permanent posts (with some players employed on part time contracts) and gives around 140 concerts and events each year

Further information about the Orchestra and its performances is available at www.halle.co.uk



1.2 EQUITY, DIVERSITY INCLUSION AND BELONGING

The Hallé Concerts Society is embedded in its city and aims to reflect the great diversity of Greater Manchester in all areas of its work: musicians, staff, Board participants and audiences.

Our ambition is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result. We're committed to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination. All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

But simply having a diverse workforce is not enough. We want to build an inclusive environment, where everyone can develop to their full potential. We celebrate our differences, and recognise the importance of teams reflecting the activities and communities they serve.



2. THE ROLE

2.1 JOB OVERVIEW

The Librarian is responsible to the Head of Concerts for the running of the Music Library of the Hallé. They will have strong operating links to the Orchestra Manager, Principal Conductor, Head of Artistic Planning, Guest Conductors and Associate Artists, Leaders and Section Leaders.

2.1 KEY TASKS

- To research options for music hire or purchase; including (but not limited to) research on different editions, and investigating possible arrangements and versions of Pops items.
- To hire or purchase parts and scores required for the Orchestra and Choir, and to ensure that all music is available in advance of rehearsals and performances, if possible at least four weeks prior to the first rehearsal day.
- To liaise with the Principal Conductor, Guest Conductors and Choral Director over their requirements relating to scores, editions, material, bowings and other markings.



- To work together with the Assistant Librarian to prepare parts for rehearsal; this can include printing parts, checking bowings, inserting rehearsal letters, bar numbers, bowings, phrasing and dynamics, as appropriate.
- To ensure that instrumentation details of all works to be performed are accurately recorded in the Hallé's programming database, and to check that the overall instrumentation for each programme is correct.
- To have overall responsibility for ensuring that the Library of the Hallé and the Hallé Choir is properly maintained, in good repair and adequately catalogued.
- To provide an estimate of hire charges for musical material, for budgeting purposes, as and when required, and to control Library spending within the agreed budget.
- To act as line manager for the Assistant Librarian.
- To hire or purchase all material required for projects by the various Hallé ensembles, following research of options and costs.
- To attend rehearsals and concerts as required, particularly those that have complex music requirements.
- To advise as required on performing rights, print rights, mechanical rights, synchronisation rights, and associated costs. This would be particularly important for our pops series
- To produce or procure surtitles text when required.
- Any other duties as reasonably requested by the Head of Concerts.

2.2 PERSON SPECIFICATION

ESSENTIAL SKILLS AND ABILITIES

- A comprehensive knowledge of the orchestral and symphonic choral repertoire
- Familiarity with sources for hire and purchase of orchestral and choral music
- Ability to produce or amend parts and scores legibly and quickly as required
- Familiarity with and experience in accessing a wide variety of publishers, arrangers and online resources for our pops and contemporary series.
- Ability to work both in a team and on own initiative
- Ability to work to specific deadlines, and to balance short term and long term priorities
- Excellent administrative skills
- IT skills, including database management and MS Office; a willingness to learn new skills as required
- Excellent written and verbal communication skills
- Meticulous attention to detail and excellent record-keeping
- Willingness to work some unsociable hours



ESSENTIAL QUALITIES

- Excellent interpersonal skills
- Calm and capable personality

DESIRABLE SKILLS AND EXPERIENCE

- Professional involvement with large-scale musical performance
- Practical knowledge of music software (e.g. Sibelius)
- Knowledge of intellectual property law relating to music
- Working knowledge of some or all of: Italian, German, French

3. CONDITIONS AND BENEFITS OF THE POST

SALARY

The salary for this post will be £30,000 per annum dependent on experience.

HOLIDAYS

25 days annual leave plus public holidays, increasing by an additional day for each 3 years of service up to a maximum of an additional 10 days.

PENSION

The Hallé offers an excellent contributory pension scheme with an employer contribution of 5.75% and generous health insurance and life assurance policies.

OTHER BENEFITS

- Complimentary tickets to Hallé concerts
- Support for physiotherapy treatment
- Cycle to Work scheme
- Employee Assistance Programme, providing advice and support to employees and their families

HOURS

The post is full-time permanent based on a 36.25-hour week. Our core office hours are 09:00-17:15, from Monday to Friday, however some unsocial hours will be required to match the orchestra schedule where necessary. There is an option to explore flexible working for this role. Please contact Linzi Watts for further information regarding this.

PROBATIONAL PERIOD AND PERIOD OF NOTICE

The first three months of employment will be a probationary period during which the employment may be terminated by either party on giving the other notice of one month. Thereafter notice is three months on either side.

REFERENCES

The appointment is subject to the receipt of satisfactory references.

RIGHT TO WORK

The post is contingent upon the candidate providing satisfactory evidence of an entitlement to work in the UK. Generally, this means showing a British passport, a passport from a country within the European Economic Area (EEA), or a passport from a non-EEA country, which gives the right to work in the UK. If you cannot provide one of these passports, we will need to see one or more additional documents (dependent on your circumstances).

4. THE SELECTION PROCESS

The administrative arrangements in respect of this appointment are being undertaken by Linzi Watts, to whom completed applications should be returned by **Monday 22 July, 9am**.

First interviews will be held on **Monday 29 July**.

FURTHER INFORMATION

For further information or to clarify any points relating to this appointment, please contact Linzi Watts (contact details at the beginning of the pack).

5. HOW TO APPLY

Download the application form and Equal Opportunities form from our website, www.halle.co.uk

Complete and submit them via email: linzi.watts@halle.co.uk

6. ADVERTISEMENT COPY

HALLÉ CONCERTS SOCIETY

Librarian (full-time permanent)

£30,000 per annum dependent on experience.

We are seeking to appoint a Librarian to join the Hallé Concerts team ..

The Librarian is responsible to the Head of Concerts for the running of the Music Library of the Hallé. They will have strong operating links to the Orchestra Manager, Principal Conductor, Head of Artistic Planning, Guest Conductors and Associate Artists, Leaders and Section Leaders.

The post is full-time permanent based on a 36.25-hour week. Our core office hours are 09:00-17:15, from Monday to Friday and the post will require a degree of flexibility to working unsocial hours to match the orchestra schedule where necessary. There is an option to explore flexible working for this role. Please contact Linzi Watts for further information regarding this.

The Hallé takes equality, diversity and inclusion very seriously and welcomes applications from everyone. But simply having a diverse workforce is not enough. We want to build an inclusive environment, where everyone can develop to their full potential. We celebrate our differences, and recognise the importance of teams reflecting the activities and communities they serve.

We operate an Equal Opportunities Recruitment Policy and welcome applications from all sections of the community. We would particularly welcome applications from applicants who identify as disabled, D/deaf, and/or neurodivergent who can bring their own lived experience to this role.

The Hallé will provide support to ensure that you feel comfortable stepping into the organisation, the type of which may be new or unfamiliar to you, so that you can feel your best self at work. Mentoring or training will be provided during the induction period, if required.

For more information about this role, including a full job description and how to apply, please visit our website.

The closing date for applications is **9am on Monday 22 July 2024**

First interviews will be held on **Monday 29 July 2024**.

APPENDIX A

HALLÉ CONCERTS SOCIETY ORGANISATIONAL CHART

CHIEF EXECUTIVE

Personal Assistant and Office Manager

All Director posts (bold) are members of the Senior Management Team and report directly to the Chief Executive

HEAD OF ARTISTIC PLANNING ^(P/T)

- Senior Artistic Planning Manager [Deputy]
- Artistic Planning Manager (Residencies) ^(P/T)
- Artistic Planning Manager (Pops) ^(P/T)

FINANCE DIRECTOR

- Finance Manager ^(P/T)
- Assistant Finance Manager
 - Finance Assistant

HEAD OF HALLÉ CONNECT

- Education and Outreach Manager
 - Community Projects Manager
 - Community Outreach Administrator
 - Connect Administrator
- Ensembles Manager ^(P/T)
 - Hallé Choir Manager ^(P/T)
 - Youth Ensembles Administrator

COMMUNICATIONS AND DIGITAL DIRECTOR

- Head of Brand & Design [Deputy] ^(P/T)
- Digital Manager
 - Digital Content Producer
- Marketing & PR Manager ^(P/T)
 - Communications and Digital Assistant
- Publications Manager ^(P/T)
- Marketing Officer

HEAD OF CONCERTS

- Concerts Manager
 - Concerts Administrator/PA to Music Director
- Librarian ^(P/T)
 - Assistant Librarian
- Orchestra Manager
 - Assistant Orchestra Manager
 - Transport and Stage Manager
 - Assistant Stage Manager

VENUES DIRECTOR

- Venues Operations Manager
 - Venues Operations Officer
 - Venues Operations Officer
 - Venues Housekeeper ^(P/T)
- Venues Sales and Events Manager

DEVELOPMENT DIRECTOR

- Individual Giving & Legacy Manager, Archivist [Deputy]
 - HLF Archivist ^{(P/T) (F/T)}
 - Halle St Peter's Community Producer ^{(P/T) (F/T)}
 - HLF Project Manager ^{(P/T) (F/T)}
- Corporate Partnerships and Major Trusts Manager ^(P/T)
 - Development Assistant
 - Development Assistant (Trusts and Foundations)

(P/T) Part time • (F/T) Fixed term • (M/L) Maternity Leave